



Data and Barrier Analysis

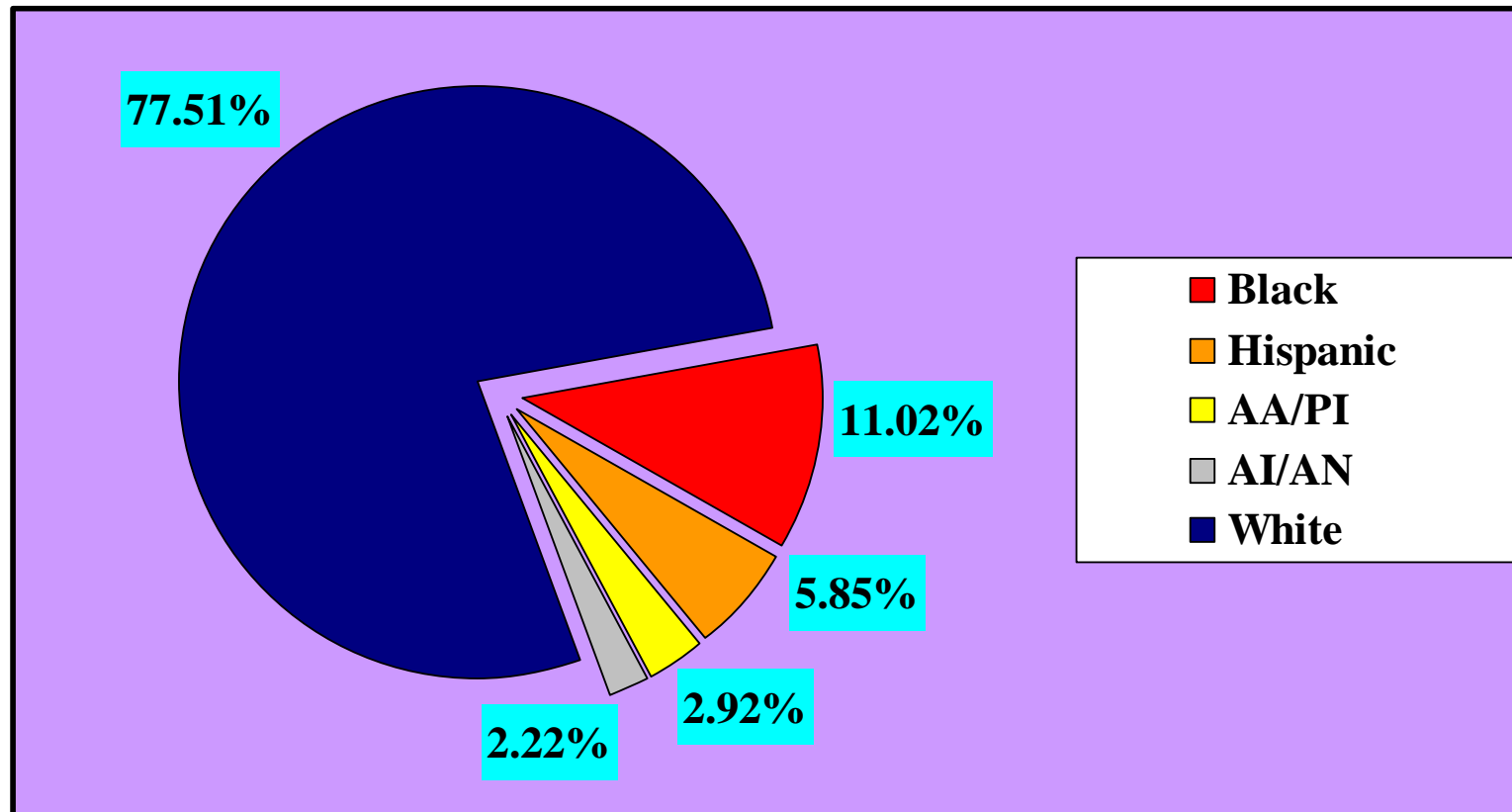
FY 2011 FWPM Annual Training
Wednesday, July 27, 2011

Sharyn C. Alvarez
National Federal Women's Program Manager
Outreach and Advocacy Division



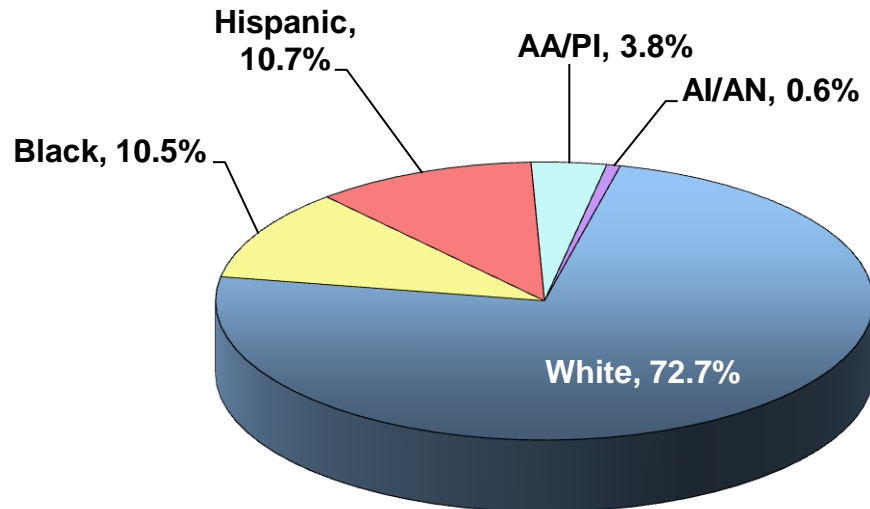
DATA ANALYSIS

Total USDA Permanent Employees

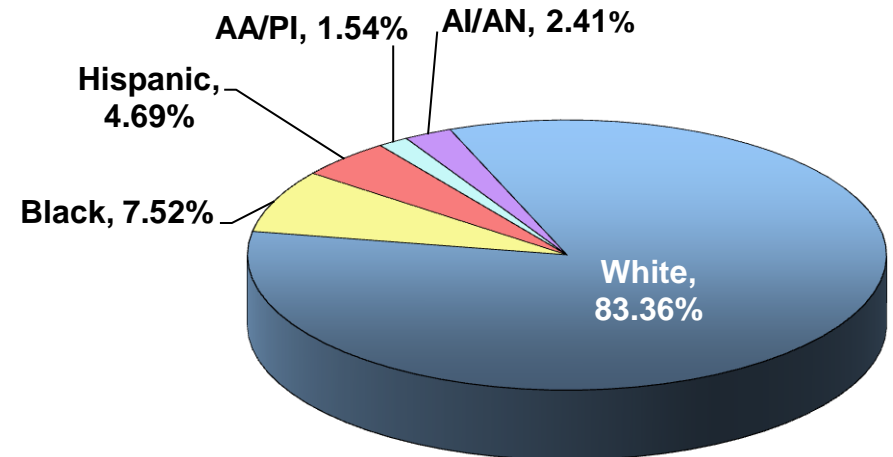


Workforce Demographics

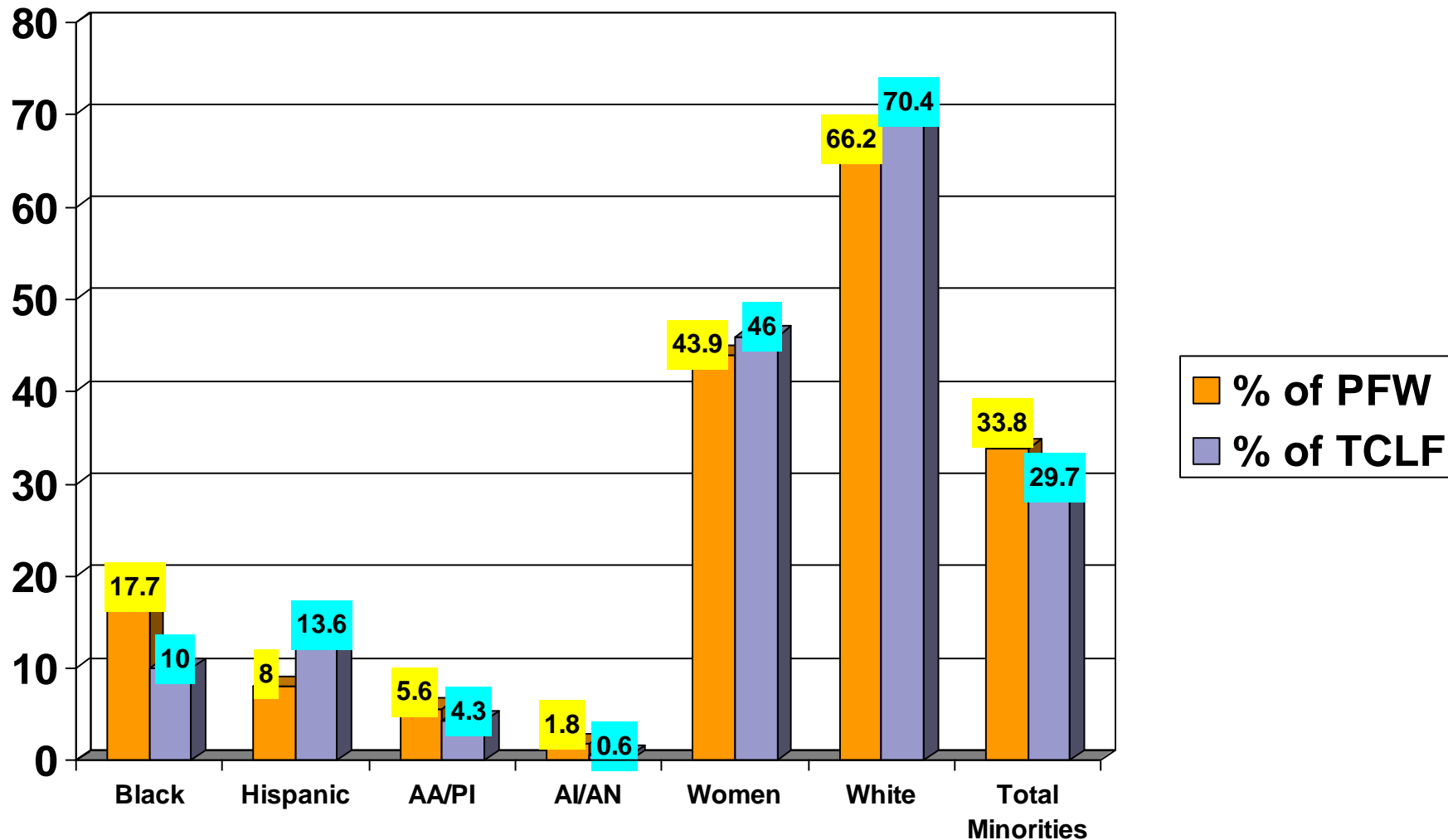
USA CLF Demographics



NRCS Demographics

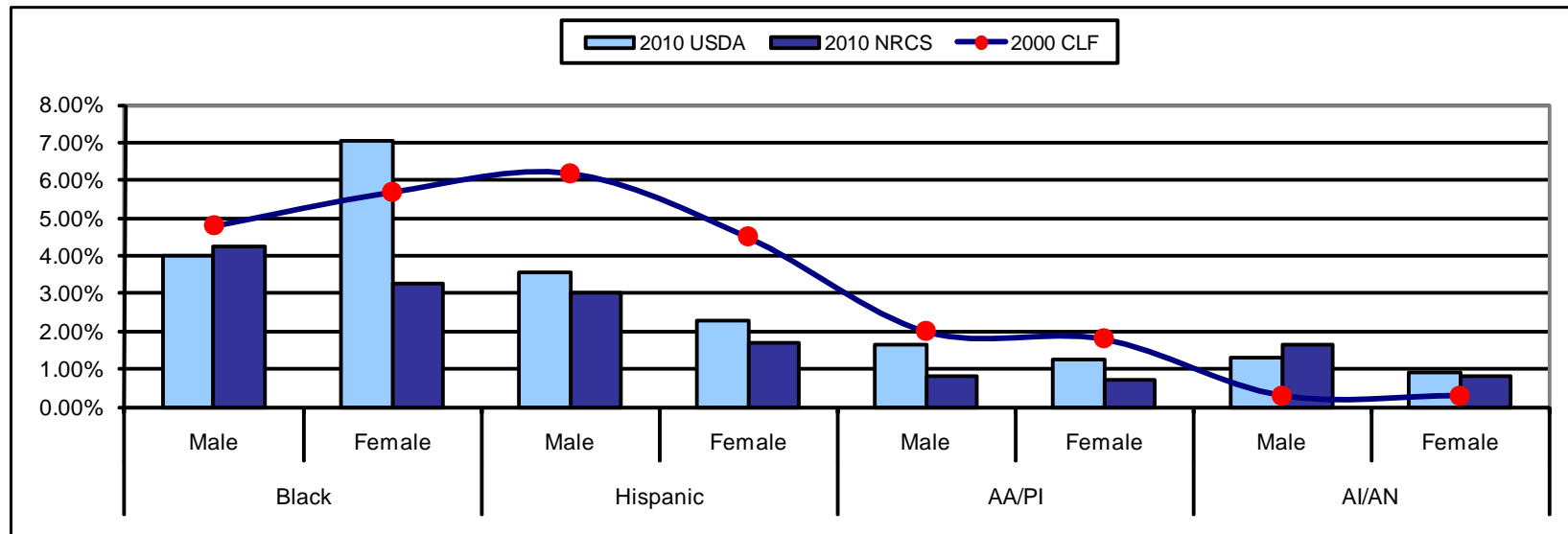
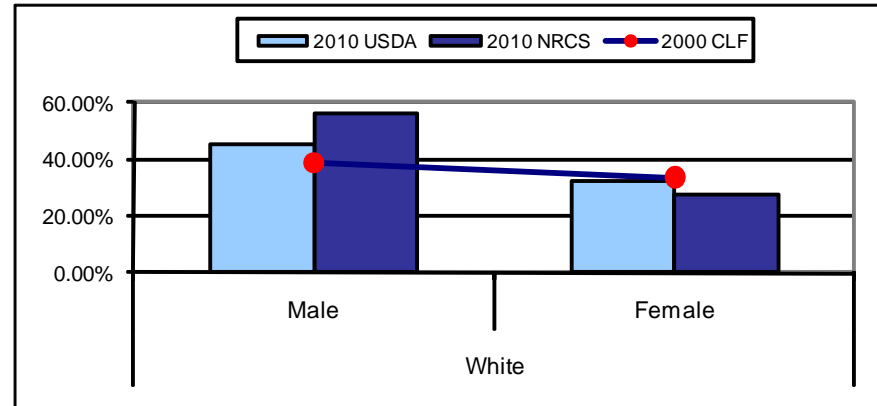


Comparison of Permanent Federal Workforce (PFW) and Total Civilian Labor Force (TCLF)



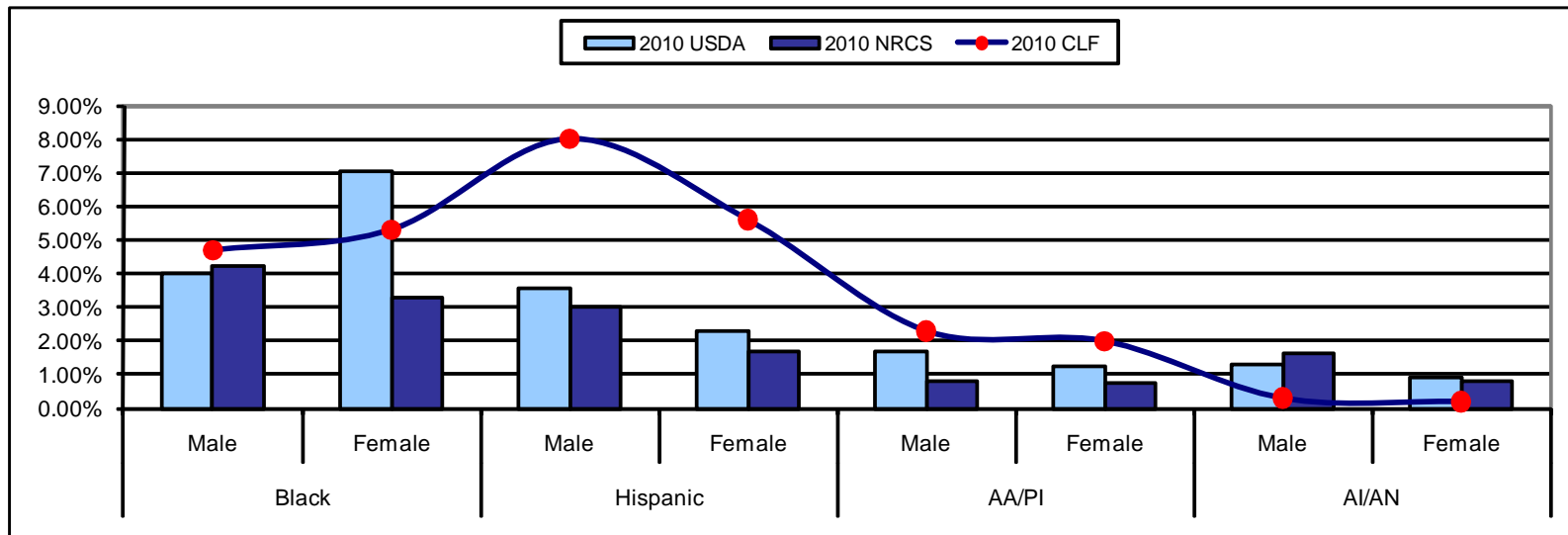
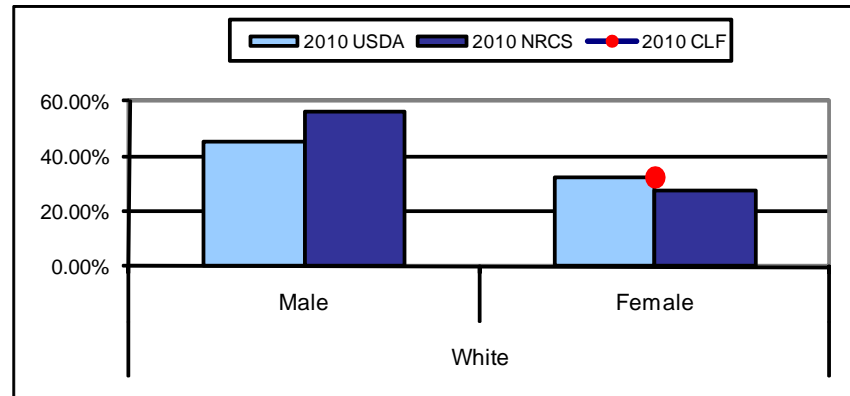
USDA and NRCS Workforce

Race	Gender	2000 CLF	2010 USDA	2010 NRCS	CLF Diff
Black	Male	4.80%	3.98%	4.25%	-0.55%
	Female	5.70%	7.04%	3.27%	-2.43%
Hispanic	Male	6.20%	3.56%	3.02%	-3.18%
	Female	4.50%	2.29%	1.67%	-2.83%
AA/PI	Male	2.00%	1.66%	0.82%	-1.18%
	Female	1.80%	1.26%	0.72%	-1.08%
AI/AN	Male	0.30%	1.29%	1.62%	1.32%
	Female	0.30%	0.93%	0.79%	0.49%
White	Male	39.00%	45.28%	56.01%	17.01%
	Female	33.70%	32.23%	27.35%	-6.35%



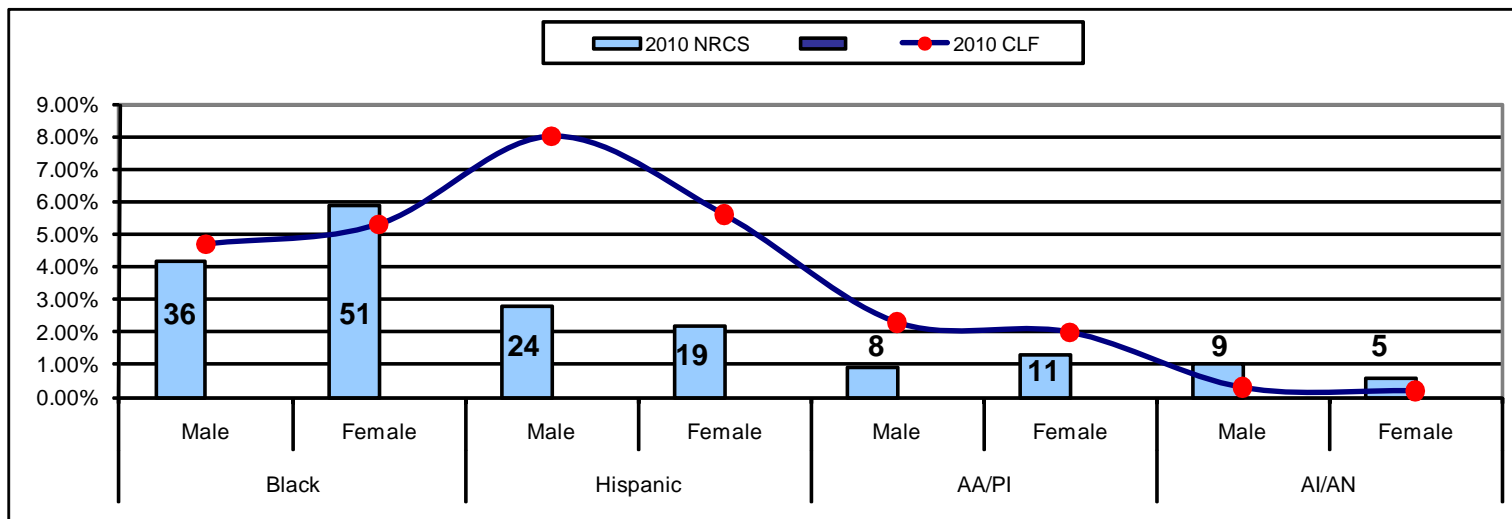
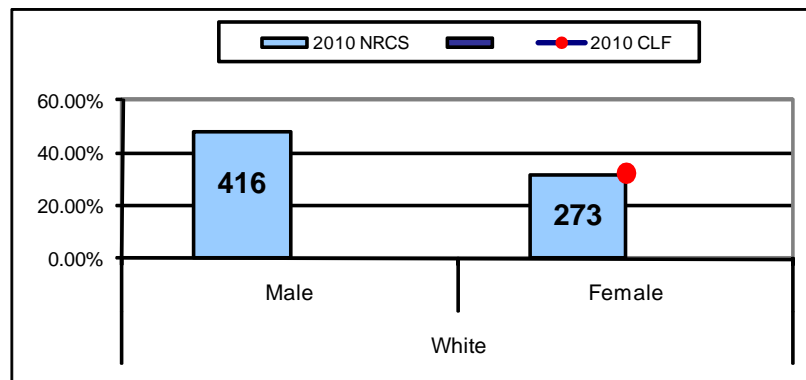
USDA and NRCS Workforce

Race	Gender	2010 CLF	2010 USDA	2010 NRCS	CLF Diff
Black	Male	4.70%	3.98%	4.25%	-0.45%
	Female	5.30%	7.04%	3.27%	-2.03%
Hispanic	Male	8.00%	3.56%	3.02%	-4.98%
	Female	5.60%	2.29%	1.67%	-3.93%
AA/PI	Male	2.30%	1.66%	0.82%	-1.48%
	Female	2.00%	1.26%	0.72%	-1.28%
AI/AN	Male	0.30%	1.29%	1.62%	1.32%
	Female	0.20%	0.93%	0.79%	0.59%
White	Male		45.28%	56.01%	
	Female	32.30%	32.23%	27.35%	-4.95%



NRCS Permanent New Hires

Race	Gender	2010 CLF	2010 NRCS
Black	Male	4.70%	4.16%
	Female	5.30%	5.89%
Hispanic	Male	8.00%	2.77%
	Female	5.60%	2.19%
AA/PI	Male	2.30%	0.92%
	Female	2.00%	1.27%
AI/AN	Male	0.30%	1.04%
	Female	0.20%	0.58%
White	Male		48.04%
	Female	32.30%	31.52%





Demographic Overview of Women in the U.S.

- 1.5 million women were veterans in 2009
- 197,900 women who are military active duty
- 14.5% of active duty military are women
- 19% of reserves are women
- 15.2% of the National Guard are women
- There are 1,840,380 women who are veterans



Demographic Overview of Women in the U.S.

- 55% of college students in the fall in 2009 were women
- 29.9 million women over the age of 25 earned college degrees
- More women earn college and master degrees than men
- Men earn more professional and doctorate degrees than women
- 66% of women who were eligible voted in 2008 the presidential election, 73% are registered voters



Demographic Overview of Women in the U.S.

- As of January 2010 there are 157.2 million women living in the United States (153.2 million men)
- 92.7 million women are single
- 64.5 million women are married (2008)
- 82.8 million are mothers with an average of 1.9 children
- 9.9 million women are single mothers
- 61% of mothers work outside of the home
- The average salary for women is \$36,278 a year
- Women on average earn 77 cents for every \$1 a man earns
- Women in Washington, DC earn 88 cents for every \$1 a man earns



Demographic Overview of Women in the U.S.

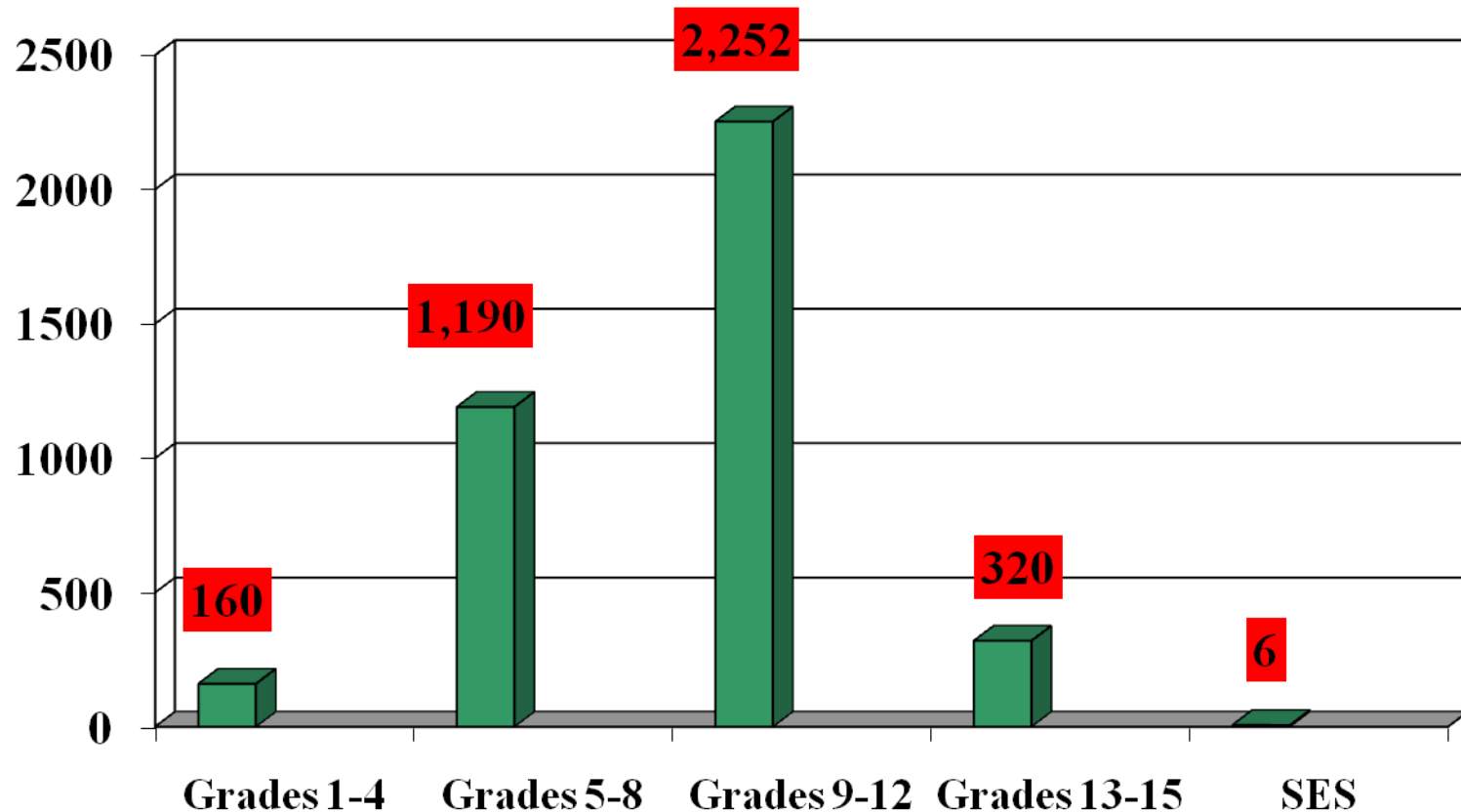
- 60% of women with children under the age of 3 are in the workforce
- 40% of women say they are the primary wage earner in their household
- 70% women say they are less financially dependent on their spouses than their mothers were
- 52% of women bear the primary responsibility for taking care of sick or elderly parents
- 54% of women feel it is possible for a single woman to live a fulfilling life
- 84% of women agree that businesses have not done enough to address the needs of modern families
- Women's life expectancy is 80 years

National Civilian Labor Force Statistics 2000 and 2010

National Civilian Labor Force Statistics												
2 or more races women = 0.6%												
2 or more races men = 0.7%												
SOURCE: FY 2010 FEORP Report, US Office of Personnel Management												
National CLF	Total		White		Hispanic		Black		Asian American/ Pacific Islander		American Indian/Alaska Native	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
2000	53.2	46.8	39.0	33.7	4.8	5.7	6.2	4.5	1.9	1.7	.03	.03
2010	54.0	46.0	37.4	32.3	8.0	5.3	4.7	5.3	2.3	2.0	.03	.20

NRCS Women Permanent Employees by Grade – Present

(Total Employees 11,544)



**Source: NRCS MD 715
Data, 2010**

Grades and Women

Grades GS- 12 - SES

SOURCE: FY 2010 MD 715

Grades	Total		White		Hispanic		Black		Asian American/ Pacific Islander		American Indian/Alaska Native	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
GS-12	2395	826	2096	690	92	37	132	60	20	17	50	19
%	74.36	25.64	65.07	21.42	2.86	1.15	4.10	1.86	0.62	0.53	1.55	.59
GS-13	425	169	339	118	13	8	50	32	10	6	11	4
%	71.55	28.45	57.07	19.87	2.19	1.35	8.42	5.39	1.68	1.01	1.85	0.67

Grades and Women

Grades GS- 12 - SES

SOURCE: FY 2010 MD 715

Grades	Total		White		Hispanic		Black		Asian American/ Pacific Islander		American Indian/Alaska Native	
	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem	Male	Fem
GS-14	215	104	167	63	13	3	27	34	6	1	1	3
%	52.35	19.75	52.35	19.75	4.08	0.94	8.46	10.66	1.88	0.31	0.31	0.94
GS-15	104	47	66	33	9	1	24	11	1	0	4	2
%	68.87	31.13	43.71	21.85	5.96	0.66	15.89	7.28	0.66	0	2.65	1.32
SES	17	6	12	4	0	0	3	2	0	0	2	0
	73.91	26.09	52.17	17.39	0	0	13.04	8.70	0	0	8.70	0

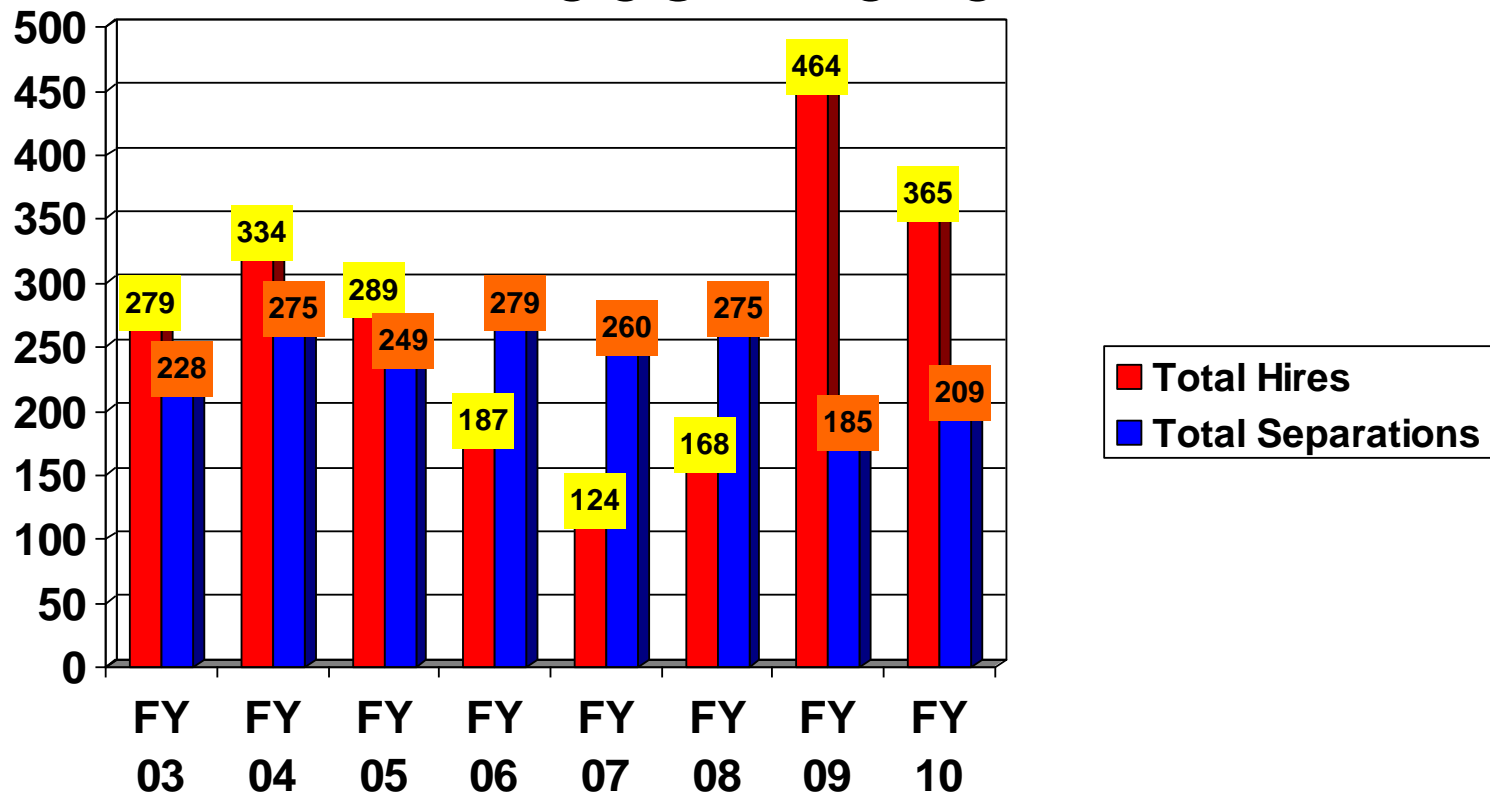
Major Occupations

Major Occupations

	Total	Male	Female
Soil Conservationists	4222	2976 (70.49%)	1246 (29.5%)
Civil Engineers	537	440 (81.9%)	97 (18.1%)
Gen. Biology	886	627 (70.7%)	259 (29.2%)
Rangeland Mgmt.	326	238 (73.0%)	88 (26.9%)
Eng. Tech.	446	398 (89.2%)	48 (10.7%)
Agronomy	120	100 (83.3%)	20 (16.6%)
Soil Con. Tech.	1384	1054 (76.1%)	330 (23.8%)
Soil Science	785	647 (82.4%)	138 (17.5%)
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NRCS Women Permanent Employees

Total Hires and Separations FY 2003 - 2010



**Source: NRCS MD 715
Data, 2010**

457 Series – Employee Retirement Eligibility

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Total 457s: 4243											
# of Employees	607	123	191	148	126	108	185	176	137	128	92
Source	NFC Data	5/15/11 6/1/11									



Where Parity Has Been Reached 46.0% of the unit' workforce

56.1 (32 of 57)
New Hampshire

54.7 (41 of 74)
New Jersey

51.2% (415 of 811)
National Headquarters

50.8% (30 of 59)
Massachusetts

47.7 (92 of 193)
New York

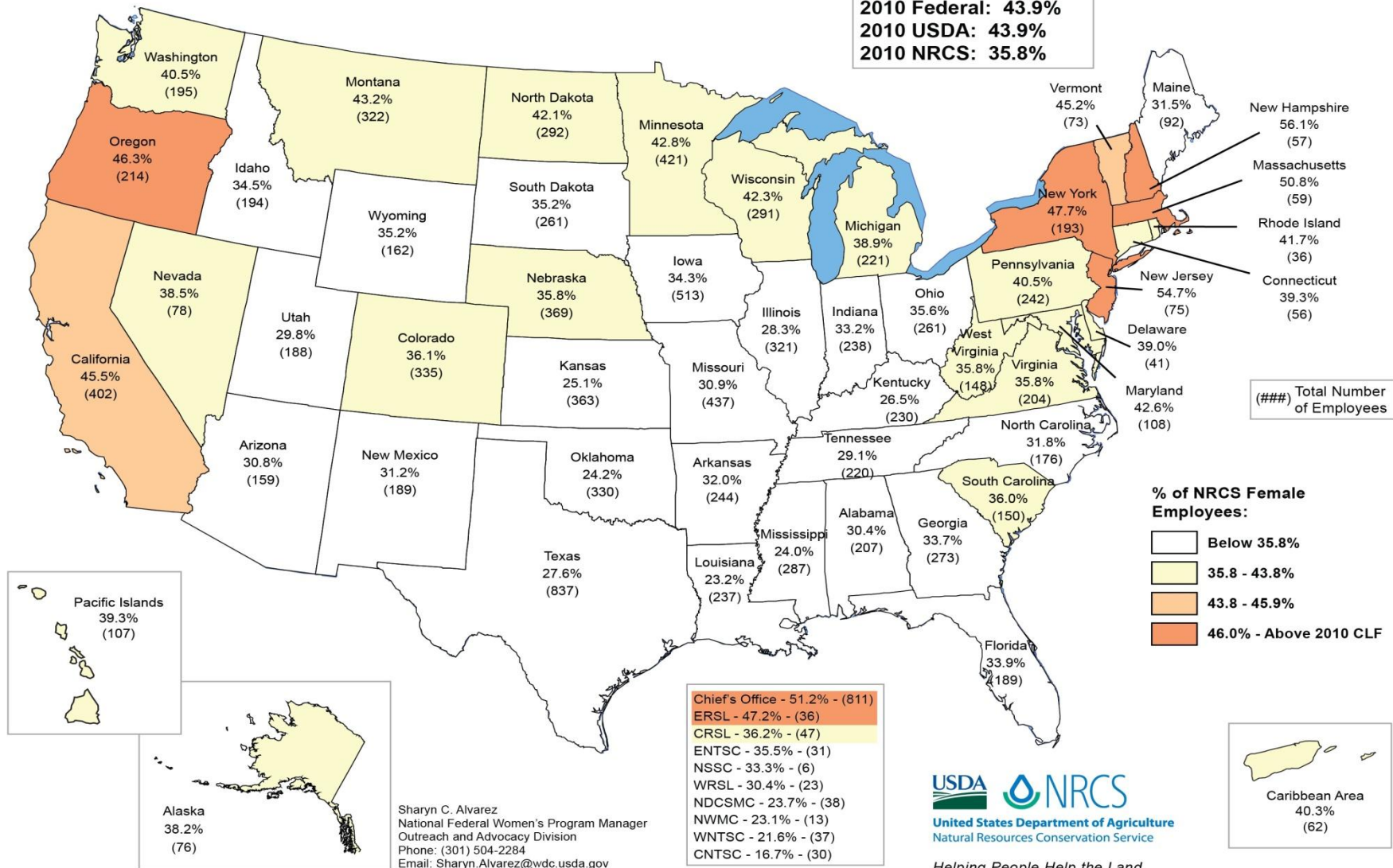
47.2% (17 of 36)
East Remote Sensing Lab

46.3 (99 of 214)
Oregon

**Source: NFC Reporting Center Data
as of 6/26/11**

NRCS Female Workforce Fiscal Year 2011

Female Representation
 2000 CLF: 46.8%
 2010 CLF: 46.0%
 2010 Federal: 43.9%
 2010 USDA: 43.9%
 2010 NRCS: 35.8%



*Source: FY 2010 Management Directive 715 and FY 2010 Federal Equal Opportunity Recruitment Program (FEORP) Report; Data as of June 26, 2011

Some of what the map says:

- 5 states that have reached parity (46.0%)
- Of those 5, 4 are in the north east region of the country, one is in the north west region of the country
- Of the 11 states that have the highest population of (321 – 837) employees, none have reached parity of female employees
- Of the 5 states that have reached parity, 3 have a population of less than 75 employees. One state has 214 employees and the other has 193 employees.
- There are two states that just need to hire 2, and 1 more female employee to reach parity
- Of the 9 states with the lowest % (less than 30% of the state's population are women) of female employees, 6 are in the south, 3 are in the mid-west and one is the west.

NRCS Workforce Profile (FY 2005 – FY 2010)

Total Permanent Workforce: FY 2005 12,228 / FY 2010 11,544

Ethnicity and Race	CLF OPM 2010 FEORP	CLF Census 2000	NRCS TOTAL FY 2005 / FY 2010	NRCS % FY 2005 / FY 2010 <i>(Red = Below CLF)</i>	% Change
White Male	*	39.0	7,142 / 6,466	58.41 / 56.01	▽
White Female	32.3	33.7	3,089 / 3,157	25.26 / 27.35	▲
Black Male	4.7	4.8	569 / 491	4.65 / 4.25	▼
Black Female	5.3	5.7	383 / 378	3.13 / 3.27	▲
Hispanic Male	8.0	6.2	356 / 349	2.91 / 3.02	▲
Hispanic Female	5.6	4.5	165 / 193	1.35 / 1.67	▲
AA/PI Male	2.3	2.0	93 / 95	0.76 / 0.82	▲
AA/PI Female	2.0	1.8	69 / 83	0.56 / 0.72	▲
AI/AN Male	0.3	0.3	222 / 187	1.82 / 1.62	▽
AI/AN Female	0.2	0.3	105 / 91	0.86 / 0.79	▽

*Not Reported in OPM 2010 FEORP Report.

For historical comparison combined Asian and Native Hawaiian or Other Pacific Islander.

Two or more races not included.

Sources: NRCS' FY 2010 EEO Program Status Report and

NFC Reporting Center MD-715 FY 2005 A1 Data Table (Permanent Employees).

Diversity and Inclusion

A Federal Government that reflects
the faces of the people we serve.





Questions?



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